

# Candidate Information Pack

## Including Job Description & Person Specification



Croydon Health Services provides integrated NHS services to care for people at home, in schools, and health clinics across the borough as well as at Croydon University Hospital and Purley War Memorial Hospital.

CUH provides more than 100 specialist services and is home to the borough's only Emergency Department and 24/7 maternity services, including a labour ward, midwifery-led birth centre and the Crocus home birthing team.

Purley War Memorial Hospital (PWMH) in the south of the borough offers outpatient care, including diagnostic services, physiotherapy and ophthalmology services run by Moorfields Eye Hospital, alongside an onsite GP surgery.

Our experienced staff take care of people of all ages across the borough of Croydon.

We are a very close-knit and friendly organisation where everyone of our 3600 members of staff is valued. We strongly believe that our employees are our greatest asset.

**Join us and be a part of the team that is making Croydon proud.**



## Our values

We will always be **professional**, **compassionate**, **respectful** and **safe**.

### Professional

- Set ourselves very high standards and share best practice
- Keep our uniforms smart, and be professional and consistent in our approach
- Work in partnership to best support our community's needs
- Use resources wisely without compromising quality or safety

### Compassionate

- Treat everyone as we would want to be treated ourselves
- Demonstrate kindness, dignity, empathy and compassion
- Make time for the people we are caring for, to understand their needs and wants
- Organise our services to give people the best possible experience of care

### Respectful

- Be courteous and welcoming, and introduce ourselves
- Value the diversity and needs of everyone
- Always involve people in decisions about their care, listening to and respecting their wishes
- Appreciate the contribution that staff from all backgrounds bring to our services

### Safe

- Be open and honest in everything we do, sharing what we do well and admitting our mistakes, to constantly improve our care
- Protect the confidentiality of those in our care and show sensitivity to people around us
- Feel free to raise concerns so we are always learning• Make time for training and development and support research so people always receive the highest standards of care.



## JOB DESCRIPTION

<b>JOB TITLE</b>	Two Consultant Medical Microbiologists/Consultants in Infection (one full time (10 PAs) and one part-time (7 PAs))
<b>DIRECTORATE</b>	Integrated Surgical, Cancer and Clinical Support Directorate
<b>DEPARTMENT</b>	Microbiology
<b>BAND</b>	Medical & Dental Consultant
<b>RESPONSIBLE TO</b>	Head of Clinical Services – Pathology: Wendy Armstrong
<b>ACCOUNTABLE TO</b>	Medical Director: Subhro Banerjee
<b>RESPONSIBLE FOR</b>	Providing a comprehensive clinical microbiology, infection prevention and control and antimicrobial stewardship service for the Trust and to primary care and public health colleagues

## JOB SUMMARY

These are replacement Consultant microbiologist/Consultants in infection posts. One is a full time substantive post comprising of 10 programmed activities (PAs) whereas the other is a substantive part time position comprising 7 PAs.

Most of the microbiology laboratory work is carried out at the South West London Pathology (SWLP) hub laboratory based at St. George's Hospital, Tooting. As Croydon Health Service NHS Trust (CHS) is one of the Trusts that oversee SWLP network, the CHS microbiologists have a very close working relationship with colleagues at the SWLP hub laboratory and participate in all aspects of laboratory management and governance.

The post holders will be employed by the Croydon Health Service Trust (CHS) and the posts are based at the Croydon University Hospital (CUH) site. The successful applicants will join a team of two substantive Consultant Microbiologists and two Microbiology Speciality doctors to:

- Provide a comprehensive, efficient and cost effective clinical microbiology and infection service to CHS and other users of the service.
- Actively participate in antimicrobial stewardship activities
- Support the well established out-patient parenteral antimicrobial therapy (OPAT) service
- Participate in matters concerning infection prevention and control, clinical governance and audit
- Contribute to laboratory leadership
- Maintain continuous professional development



## **A. MAIN DUTIES AND RESPONSIBILITIES**

The appointees will be encouraged to take on either antimicrobial stewardship lead role and/or Microbiology/laboratory clinical lead role. These, together with infection control clinical lead role, are rotational based on locally agreed criteria.

A weekly rota is produced to cover the following responsibilities

### **Clinical practice and liaison:**

Together with other colleagues in the department, the appointees will:

- Offer timely solicited and unsolicited advice on infection diagnosis, management and prevention to consultant colleagues, other hospital staff, general practitioners and members of the Health Protection Team. This is during routine working hours and out-of-hours if one is oncall.
- Daily review of patients on the Critical Care unit on a rotational basis
- Participate in antimicrobial stewardship ward rounds
- Deputise the OPAT clinical lead
- Participate and contribute to the weekly clinical microbiology meeting, currently done virtually via MS Teams
- Be invited to participate in other meetings including infection control related meetings, Medicines Management Committee and the South West London Pathology meetings
- Work closely with antimicrobial pharmacist and infection prevention and control team.
- Seek specialists' advice when necessary

### **Laboratory practice**

In line with "Modernising Pathology Services", Croydon University Hospital (CUH) Pathology department joined in partnership with Kingston Hospital (KH) and St George's Hospital (SGH) Pathology departments to form South West London Pathology (SWLP) network in 2014/15, in a spoke-and-hub model. Recently (2023), Epsom and St Helier's (ESTH) Trust pathology department joined the network. South West London Pathology network is an NHS network overseen by a Partnership Board including the chief executives from each trust. One laboratory information system (Winpath) links all pathology departments in all four hospitals. Results are easily accessible electronically.

Almost all microbiology samples from the spoke laboratories including CUH, KH and ESTH are tested in the hub lab at SGH. Rapid testing for Influenza, SARS-CoV-2 and RSV are undertaken at the spoke laboratories/hospitals. Blood culture incubation also now occurs at the spoke hospitals. At CUH, these rapid tests and blood culture incubation are undertaken by trained staff in the CUH spoke pathology laboratory reception. There are still ongoing changes in the specimen pathway which CUH microbiologists also contribute to.

The appointees will be expected to contribute to the following:

- Interpretation and authorisation of results queued to the doctors' list according to the laboratory standard operating procedures (SOPs). These include bacteriology, mycology, parasitology, mycobacteriology and virology results
- Communication of very urgent results with appropriate teams as per local communication protocol
- Day-to-day supervision of diagnostic methods
- Policy and SOP preparation
- SWLP microbiology department achieving and maintaining full accreditation with UKAS or an equivalent agency





- Quality assurance performance through the SWLP service review meetings (Microbiology lead mainly).
- business planning including the assessment and introduction of new methods and forward planning for staff and equipment requirements
- compliance with health and safety and security requirements and with agreed SOPs and investigation algorithms
- assist in the day to day management of the Croydon based Clinical Microbiology services in ascertaining workload priority, troubleshooting clinical, and SWLP laboratory problems and dealing with infection control related queries requiring expert medical advice

### **Antimicrobial Stewardship (AMS) lead:**

All microbiology doctors are involved in some aspect of antimicrobial stewardship on a daily basis by advising and promoting appropriate antimicrobial use (antimicrobial choice, dose, route, duration and escalation/de-escalation based on pathogen-specific sensitivities) to all health care workers.

One of the successful candidate will be offered the role of clinical lead for AMS programme. This role involves the following:

- Antimicrobial stewardship ward round together with antimicrobial pharmacist: atleast three times a week.
- Together with antimicrobial pharmacist, produce monthly antimicrobial stewardship report for the Trust's Infection prevention and control Task Force meeting.
- Chair the Antimicrobial Steering Group meetings: Quarterly.
- Present the finalised minutes from the ASG meeting to Medicines Management Committee: Quarterly
- Together with members of the ASG, produce and update Trust wide antimicrobial prescribing guidelines.
- Aim to produce antibiotic resistance data atleast once every 2 years
- Together with the antimicrobial pharmacist, support the delivery of antimicrobial related commissioning for quality and innovation (CQUIN) indicators
- Teaching of all prescribers about the practice of antimicrobial stewardship.

### **Out-patient parenteral antimicrobial therapy (OPAT):**

The Trust implemented OPAT service at the end of 2019 following extra funding from the then Croydon Commissioning group (CCG). The OPAT team is led by one of the consultant microbiologists and includes an antimicrobial pharmacist, intravenous nurse, OPAT specialist nurse, one Foundation Year 1 doctor and links with the CHS district nursing team to offer a comprehensive OPAT service. This is now well established. The OPAT team meets at least once a week.

- It is envisaged that the successful applicants will occasionally participate in the OPAT activities.

### **Infection prevention and control service:**

One of the existing microbiologists is the Infection Control Doctor (ICD) and serves as the Clinical Lead for the infection control service.

- Like all other microbiology doctors in the Trust, the successful candidates will work closely with the infection control team to provide timely infection control advice to the clinical areas.
- Reducing the number of Healthcare associated infections (HAIs) and educating staff on infection prevention and control are major priorities.
- The Infection Control Team hold regular meetings which include weekly C.difficile team meetings and HAI root cause analysis meetings which are attended by the ICD. Other consultant microbiologists within the team may be called on to lead and/or attend these meetings.



- The successful candidate who takes on the clinical laboratory lead for CHS will be offered to deputise the infection control doctor and also become a member of the infection prevention and control committee which meets quarterly.
- Cover on call for infection control advice out of hours.

## Communicable disease control/Health Protection:

The local Consultant in Communicable Diseases Control (CCDC) is part of the South London Health Protection Team (SLHPT) and are part of UK Health Security Agency (UKHSA). A representative from the SLHPT attends the Trust Infection Control Committee meetings. The successful candidates will:

- Closely liaise with the CCDC and their staff particularly in relation to communicable diseases in the community and significant hospital infection issues.
- Notify notifiable diseases to SLHPT in a timely manner
- Support the mandatory surveillance of *C.difficile* infection and blood stream infections due to *Staphylococcus aureus*, *Pseudomonas*, *E.coli* and *Klebsiella*.
- Participate in sentinel or enhanced surveillance activities when required.

## Oncall/Out-of-hours work:

- This post holders will be required to share the provision of out of hours' clinical microbiology (virology included) and infection control service for CHS Trust and local GPs
- Out of hours' commitment for these posts (1 PA each) is on a 1: 6 rota and at category A (medium i.e. 5% supplement) rate in recognition of the lengthy and complex telephone consultations which may be required. **Please note that those unable to do oncall at this rate can still apply**
- Microbiology doctors who work on bank holiday are entitled to a day off in lieu
- Oncall/out-of-hours work is done mainly at home except in rare emergencies or if the doctor prefers to work from the hospital/laboratory. There is an excellent IT connection that is available to staff to connect both to the laboratory system and the Trust electronic patient record and a dedicated Trust laptop is provided to staff for this purpose.

## Continuing professional development:

- The appointees will be expected to participate in continuing professional development (CPD). The Trust policy entitles the appointees to study leave of 30 days in every three years with supporting funding of up to £750 for each individual annually to attend courses. The appointees will be expected to register/be registered with the appropriate Royal College for CPD purposes.

## Clinical effectiveness:

- The appointees will be encouraged to take part in root cause analyses investigations and audits.

## Annual appraisal and revalidation:

- Soon after joining the Trust, the appointees will be allocated an appraiser each. The appointees will be expected to participate in the annual appraisal process and all outcomes of the appraisals will be directed to the Medical Director for information

## Research and development (R&D):

- Involvement in high quality research & development is strongly encouraged at Croydon Health Services NHS Trust, as this supports the delivery of high quality clinical care.
- An important aspect of NHS care is research into human subjects to help develop innovative approaches that would benefit both the patients as well as the wider NHS agenda. Towards this end, there is an expectation that clinicians would be willing to take on clinical research, supported



by the Trust's R&D department. Multi- disciplinary team (MDT) involvement in research is strongly encouraged.

- The Trust holds an annual R&D day in which papers on research, audits, and quality improvement projects are presented. Awards are given out to the best oral and poster presentations in each category. The appointees will be encouraged to participate.

## - Research and Job Planning:

The undertaking of research within a job plan should be discussed during appraisal and as part of job planning activities. All staff should be aware of the research being undertaken within their Division and in the Trust, and actively support recruitment into relevant open studies, whether or not they have a primary research component to their Job Plan. All individuals undertaking research are expected to have a good working knowledge of Research Governance standards, and are required to undertake Good Clinical Practice (GCP) training.

## Teaching and Training:

- The appointees will be expected to regularly supervise and offer mentorship to the Speciality Doctors within the department
- A weekly clinical microbiology (and antimicrobial pharmacist) meeting takes place every Wednesday morning to discuss patients with complex infections. The appointees will be expected to attend and also to present cases.
- The Trust holds a weekly Grand Round meeting where cases from different specialities are presented. The appointee will be expected to attend and also occasionally present cases there.

## - Medical student teaching:

Croydon University Hospital NHS Trust, as a teaching hospital, works in partnership with St George's University of London to provide the highest possible quality of medical education. The mutual interest of the Trust and School is to produce good quality medical education. The appointed consultants will participate in teaching medical students, post-graduate doctors and other groups at Croydon Health Services.

## - Post-graduate teaching:

The Trust has around 300 training posts in virtually all specialties. The post holders will be expected to participate in teaching and training of postgraduate doctors, which in addition to direct clinical supervision includes acting as an 'educational supervisor' to one or more trainees, providing them with regular appraisal and support. Consultants that undertake educational supervision will be provided with appropriate training in accordance with national requirements and accredited by the Director of Medical Education.

## **B. DEPARTMENT OF MICROBIOLOGY OVERVIEW**

### Organisation:

Croydon Health Services NHS (CHS) Trust's Microbiology department is part of the CHS Pathology Service. The CHS Pathology Service is part of the South West London Pathology (SWLP) network which is a spoke and hub NHS network run by four Trusts including: CHS, Kingston Foundation hospital, St George's Hospital and Epsom and St Helier Hospitals. The hub laboratory is based at St George's Hospital where most of the microbiology technical work takes place. The spoke laboratories based at the three other hospitals process mainly urgent blood sciences samples.

The CHS Pathology service (and Microbiology) also maintains close links with the Trust's clinical, operational and governance systems. CHS Microbiology doctors are employed directly by the CHS Trust



and work mainly based at Croydon University Hospital but contribute to clinical and quality issues in the SWLP Microbiology department.

The CHS Trust functions as four Clinical Directorates. The CHS Pathology clinical department is part of the Integrated Surgery, Cancer and Clinical support services (ISCCS) directorate.

**ISCCS Clinical Directorate Lead (Clinical Director) is** Mr Said A Mohamed, Consultant Surgeon

**Head of Pathology services is** Dr Wendy Armstrong, Consultant Chemical Pathologist.

The Clinical Director and the Head of Pathology Services oversee Pathology services within CHS Trust management structure. The role of Head of Pathology Services is appointed to every 3 years and all consultants within Pathology are eligible to apply.

Departmentally, the lead consultant for Clinical Microbiology is accountable to the Head of Pathology Services for service provision. The current departmental lead is Dr Mary FN Twagira with Dr Imran Qureshi acting as deputy lead

## Staffing:

### Medical:

**Dr Mary FN Twagira**, Consultant Medical Microbiologist, Trust Infection Prevention and Control Doctor and Departmental Lead (Full time)

**Dr Imran Qureshi**, Consultant Medical Microbiologist, OPAT clinical lead and current Antimicrobial stewardship Lead (Part-time)

**Dr Nsini Williams**, Speciality Doctor in Microbiology (Full time)

**Dr Adaora Aroh**, Speciality Doctor in Microbiology (Full time)

**Dr Malathi D Sahathevan**, Locum Consultant Medical Microbiologist (Bank)

**Dr Maysoon Al-Zahawi**, Locum Consultant Medical Microbiologist (Bank)

**Dr Binutha Bharathan**, Locum Consultant Medical Microbiologist (Agency)

Secretarial Staff (based at CUH spoke microbiology dept.)  
Provide support to all Microbiology Doctors

Band 4	1.0 WTE
Band 3	0.8 WTE

The microbiology doctors also work closely with the consultant-nurse led infection prevention and control team as well as the antimicrobial pharmacists

## Facilities for the appointees:

**Office and IT:** Each consultant will have an individual office, however due to the need for the supervision of the Speciality doctors, there may be times when the offices are shared.





Each consultant will have access to a computer with all appropriate software, access to email and internet, Trust intranet and electronic access to patient clinical records and also virtual access to the St George's Hospital intranet.

Microbiology doctors have access to a Trust lap top which can be used either during ward rounds or at home to access laboratory information management system (LIMS), Trust and patient information

Each office has atleast one telephone line

There is a Trust mobile phone which can be used oncall when at home

**LIMS:** Winpath is the current LIMS used in SWLP. The appointee will be give adequate training

**Workload:** In the financial year 2022/23, around one million tests were performed by the SWLP Microbiology Department on samples from Croydon Health Services NHS Trust and Croydon GPs. Please see table below:

CHS			
2022/23	Acute	GP	Grand Total
Bacteriology	254,106	228,886	482,992
Molecular	281,365	9,841	291,206
Serology	194,187	23,660	217,847
Grand Total	729,658	262,387	992,847

**Job plan:** Indicative timetables are shown in the tables below, however the details and days worked will vary with requirements to fulfil the roles effectively and prospective cover agreed with the other Microbiology doctors. All duties are based on the Croydon University hospital site.

## Full time appointee job plan:

On average about 8.5 PAs will be worked as direct clinical care (DCC) each week (including 1 PA for 1 in 6 week's oncall activities which is classed in Category A, carrying a 5% supplement). There are 1.5 PAs (SPA) to cover revalidation, audit, CPD, management meetings, making a total of 10.0 PAs.

Full time consultant draft job plan table:

	Monday 9:30 -17:00	Tuesday 9:30 -17:00	Wednesday 10:00-17:00	Thursday 10:00-17:00	Friday 10:00-17:00
AM	DCC	9:30-11:00 SPA 11-13:00: DCC	DCC	DCC	DCC
PM	DCC	DCC	DCC	13-17:00: CPD (SPA)	DCC
Oncall	1 PA (DCC)				



### Part-time consultant's job plan:

On average about 4.75 PAs will be worked as DCC each week (including 1 PA for 1 in 6 week's oncall activities which is classed in Category A, carrying a 5% supplement. There are 1.25 PAs (SPA) for appraisal/revalidation preparation, audit, CPD etc. making a total of 7 Pas.

Part-time consultant's draft job plan table:

	<b>Monday 9:00 -17:00</b>	<b>Tuesday 9:00 -17:00</b>	<b>Wednesday 9:00-17:00</b>	<b>Thursday 9:00-17:00</b>	<b>Friday 9:00-17:00</b>
<b>AM</b>	Off	Off	9-12:00 DCC 12-13:00 SPA	DCC	DCC
<b>PM</b>	Off	Off	13-17:00: CPD (SPA)	DCC	DCC
<b>Oncall</b>	1 PA (DCC)				

These are draft job plans and may be subject to change. Detailed job plans will be agreed with the successful appointees and responsibilities agreed with the other Consultant Microbiologists. Local procedures will be followed if it is not possible to agree a job plan.

### On-Call Arrangements:

The post holders will be required to share with other microbiology doctors the provision of out of hours' clinical microbiology and infection control service for CHS Trust and local GPs. Out of hours' commitment (1 PA) is on a 1: 6 rota and at Category A (medium i.e. 5% supplement) rate in these posts. Applicants who would prefer different oncall frequency can also apply.

There are IT links to provide remote access from home to the laboratory LIMs system (Winpath) as well as to the Croydon Health Services IT services including the electronic patient record, Cerner

### Working from home and hybrid working:

A hybrid working arrangement, when the post holder would split their time between the hospital and working remotely, can be discussed with departmental lead and clinical director. ***Consultants who are not required to be on-site for clinical duties may be able to work remotely on rotation with other members of the service***

### Leave:

**Study leave:** The post-holder will be expected to comply with the Continuous Medical Education (CME) requirements of the relevant Royal College. Study leave may be requested in accordance with the Trust's Policy for CME.

**Annual leave:** Annual leave may be taken in accordance with the Trust's Guidelines on Leave Arrangements for Medical and Dental Staff. To ensure the smooth running of the service the post holders will ensure that, in conjunction with colleagues, adequate timely arrangements are made to cover planned absences.

Study leave, annual leave and other leave periods will be covered internally by other members of the Microbiology doctors' team



## **C: TERMS AND CONDITIONS**

The posts are covered by the current Terms and Conditions - Consultants (England) 2003, the Terms and Conditions of Service of Hospital Medical and Dental Staff (England and Wales) and Trust Policies and Procedures where relevant. Appointment is conditional upon a satisfactory medical assessment, which may include an examination along with pre-employment clearances in line with NHS Employment Standards Checks.

## **D: MENTORSHIP:**

CUH offers newly appointed Consultants free coaching/mentoring sessions. This is in line with the GMC's recommendations for Good Medical Practice. The success of coaching and mentoring is aimed at establishing effective relationships with mentors based upon mutual respect, honesty and understanding, combined with structured questioning to enable the mentee to find their own solutions.

## **E: GENERAL**

1. To work in accordance with the Trust's Values to consistently demonstrate the behaviours required. The post-holder is required to carry out his/her role in accordance with the organisation values, standards and behaviours, in a Professional, Compassionate, Respectful and Safe way.
2. To ensure that Croydon Health Services Trust's policies and procedures are adhered to.
3. To have responsibility for the Health, Safety and Welfare of self and others and to comply at all times with the requirements of the Health and Safety Regulations and the Trust's Health and Safety policies and procedures.
4. To ensure confidentiality at all times, only releasing confidential information obtained during the course of employment to those acting in an official capacity in accordance with the provisions of the Data Protection Act and its amendments.
5. To work in accordance with the Trust's policies to eliminate unlawful discrimination and promote equality and diversity in the workplace. To positively promote at all times equality of opportunity in service delivery and employment in accordance with Trust policies, regardless of age, disability, race, nationality, ethnic or national origin, gender, religion, belief, sexual orientation or domestic circumstances.
6. To adhere to the Trust Infection Control Policy, procedures and guidelines, and in particular practice strict hand hygiene at all times while carrying out clinical duties, in line with the responsibilities placed on employees by the Health Act 2006: Code of Practice for the prevention and control of healthcare associated infections (HCAIs). The prevention and control of HCAIs must be embedded into everyday clinical practice and applied consistently.
7. All clinical staff hold responsibility for ensuring they have sound knowledge of standard infection control precautions and that no omission on their part or within the sphere of their responsibility is detrimental to the interests or safety of their patients, visitors and colleagues. Clinical staff must keep their infection control knowledge and skills up to date by attending the Trust's mandatory infection control training, a record of which will be kept and information provided to line managers as required.
8. To comply with the Trust's Safe Guarding Children and Vulnerable Adults policies, procedures and protocols. All individual members of staff (paid or unpaid) have a duty to safeguard and promote the welfare of children, young people and vulnerable adults This will require you to:



- Ensure you are familiar with and comply with the London Child Protection Procedures and protocols for promoting and safeguarding the welfare of children and young people.
- Ensure you are familiar and comply with the Croydon Multi Agency Safeguarding Vulnerable Adults Pan London Procedures.
- Ensure you are familiar and comply with local protocols and systems for information sharing.
- Know the appropriate contact numbers and required reporting lines.
- Participate in required training and supervision.
- Comply with required professional boundaries and codes of conduct

**NOTE:**

- A child is someone under the age of 18 (this would include unborn children).
- A vulnerable adult is 'someone who is or may be in need of community care services by reason of mental or other disability, age or illness; and who is or may be unable to take care of him or herself, or unable to protect him or herself against significant harm or exploitation' (this includes carers).

Copies of the Protocols and Procedures are available on the Trust Intranet under Child Protection. Staff are advised on how to access the appropriate contact numbers and the Protocols and Procedures when attending Safeguarding training. Updates and revisions are notified to all staff via 'What's New'.

9. To work within the relevant Professional Bodies Code of Professional Conduct and Scope of Professional Practice.
10. Budget Holders are responsible for adherence to Standing Financial Instructions
11. Managers are responsible for adherence of maintaining expenditure within budget and addressing deviations from budget
12. To undertake such other duties as may be reasonably required from time to time as are consistent with the responsibilities of the post.

## You are the difference – Staff Pledges

All staff are expected to demonstrate a considerate and respectful attitude.

I will always introduce myself to patients and other staff "Hello my name is"

If I see that someone looks like they need help, assistance or they look lost – I will always ask – Can I help you?

If I can't help you I will always ensure that I refer you to someone who can.

If I see behaviour that is inappropriate I will feel empowered and supported to always challenge it.

This job description is not an exhaustive document, but is a reflection of the current position. The job holder may from time to time be asked to undertake other reasonable duties. Any change will be made in discussion with the job holder in light of service needs.





**Job Description Agreement**

This job description can be updated annually as part of the personal development plan.

This job description has been updated and agreed by:

Current post-holder: .....

Date: .....

Line Manager: .....

Date:.....

See overleaf for Person Specification



## PERSON SPECIFICATION

**JOB TITLE:** Two Consultant Medical Microbiologists/Consultants in Infection

**BAND:** Medical

**DEPARTMENT:** Microbiology which is part of Pathology

HEADINGS	ESSENTIAL	DESIRABLE	HOW TESTED
<b>EDUCATION, QUALIFICATIONS AND/OR TRAINING</b>	<p>Primary Medical Qualification (MB ChB or equivalent)</p> <p>Fellowship of Royal College of pathologists (FRCPath) or equivalent or evidence of equivalent training</p> <p>Applicants that are UK trained must also be a holder of a Certificate of Completion of Training (CCT) or be within six months of award of CCT by date of interview</p> <p>Applicants that are non-UK trained will be required to show evidence of equivalence to the UK CCT</p> <p>Full registration with the General Medical Council (GMC) with license to practice</p> <p>Should be on GMC Specialist Register or eligible for registration on the GMC Specialist Register within six month of the date of the interview</p>	<p>Higher Degree e.g. MSc/MD/ PHD</p> <p>Training in clinical infectious diseases</p> <p>MRCP (or equivalent) or evidence of equivalent training</p> <p>Evidence of additional qualification relevant to microbiology, antimicrobial stewardship, virology and infection prevention and control</p>	A
<b>KNOWLEDGE AND UNDERSTANDING</b>	<p>Importance of pre-analytical, analytical and post-analytical processes that ensure effective running of the clinical and laboratory microbiology service</p> <p>Extensive knowledge of routine and specialised analytical methods in</p>	To have developed an expertise in a particular analytical or clinical area	A I T



HEADINGS	ESSENTIAL	DESIRABLE	HOW TESTED
	<p>Microbiology (including virology), and quality assurance and problem solving</p> <p>Able to perform risk assessments on a variety of laboratory situations</p> <p>Comprehensive knowledge of all infections and their causative organisms and their management and prevention</p> <p>Thorough knowledge of antimicrobials and their clinical use and antimicrobial stewardship,</p> <p>Investigation of complaints and incidents relating to the service as part of Clinical Governance</p> <p>Evidence of participation in CPD over the past 12 months</p>		
<b>EXPERIENCE</b>	<p>Ability to work at consultant level in Clinical Microbiology (including virology) including:</p> <ul style="list-style-type: none"> <li>- Advising staff on management of a variety of infectious diseases</li> <li>- Management of infection control related episodes</li> <li>- Offering expert opinion in public health microbiology</li> <li>- Seeking further advice from colleagues and/or other experts</li> <li>- Working in a multi-disciplinary team</li> </ul> <p>Experience of writing or contributing to clinical</p>	<p>Experience of working as the antimicrobial stewardship lead or part of antimicrobial stewardship team</p> <p>Experience in OPAT</p>	A I



HEADINGS	ESSENTIAL	DESIRABLE	HOW TESTED
	guidelines and Standard operating procedures		
<b>SKILLS/ABILITIES</b>	<p><b>IT:</b></p> <ul style="list-style-type: none"> <li>- Ability to use a computer and intranet</li> <li>- Familiarity with Microsoft Office package</li> </ul> <p><b>Leadership and management:</b></p> <ul style="list-style-type: none"> <li>- Able to demonstrate leadership capability within multi-disciplinary or clinical teams</li> </ul> <p><b>Audit:</b></p> <ul style="list-style-type: none"> <li>- Thorough understanding of principles of medical audit.</li> <li>- Must have undertaken and completed audit projects.</li> </ul> <p><b>Research and Publications:</b></p> <ul style="list-style-type: none"> <li>- Experience of clinical research</li> </ul> <p><b>Teaching:</b></p> <ul style="list-style-type: none"> <li>- Commitment to teach and train staff including clinical (medical and non-medical) and non-clinical staff.</li> </ul> <p><b>Personal skills:</b></p> <ul style="list-style-type: none"> <li>- Effective communicator and negotiator</li> <li>- Demonstrate skills in written and spoken English to the appropriate standard</li> </ul>	<p>Leadership/Management qualification</p> <p>Publication and or presentation of relevant articles or case reports</p> <p>Teaching skills course/qualification</p>	A I





HEADINGS	ESSENTIAL	DESIRABLE	HOW TESTED
	<p>necessary to fulfil the requirements of the post</p> <p><b>Personal attributes</b></p> <ul style="list-style-type: none"> <li>- Professional attitude towards work, reliability, good record of attendance and tidy personal appearance.</li> <li>- A willingness to accept flexibility to meet the changing needs of the NHS and also to be able to cover for colleagues' absence</li> </ul> <p><b>Croydon Health Services Values</b></p>	<p>A willingness to develop specialist interests which conform to the needs of CHS including involving in more MDTs</p> <p>Commitment to uphold Croydon Health Services Values</p>	

